

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
MONTANA PUBLIC EMPLOYEES ASSOCIATION UNIT 068  
AND  
YOUTH SERVICES DIVISION, PINE HILLS YOUTH CORRECTIONAL FACILITY  
DEPARTMENT OF CORRECTIONS**

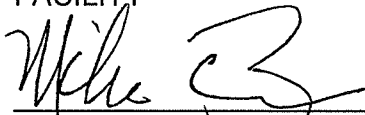
This memorandum of understanding is entered into by the Montana Department of Corrections, Youth Services Division, Pine Hills Youth Correctional Facility herein referred to as the Department, and Montana Public Employees Association Unit 068, herein referred to as the Union.

In addition to the terms and conditions outlined in the Labor Agreement, effective March 1, 2014, employees classified as Correctional Officers Band 3 and Band 4 will have their base rate adjusted to the 2010 market as indicated below:

| Job Title            | Class Code | Band | 1 <sup>st</sup> Increment (Entry) | 2 <sup>nd</sup> Increment | 3 <sup>rd</sup> Increment | 4 <sup>th</sup> Increment | 5 <sup>th</sup> Increment | 6 <sup>th</sup> Increment (Market) |
|----------------------|------------|------|-----------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|------------------------------------|
| Correctional Officer | 333113     | 3    | \$13.154                          | \$13.812                  | \$14.469                  | \$15.127                  | \$15.784                  | \$16.442                           |
| Correctional Officer | 333114     | 4    | \$15.785                          | \$16.574                  | \$17.363                  | \$18.152                  | \$18.942                  | \$19.731                           |

Dated this 10 day of June, 2014

FOR: STATE OF MONTANA  
DEPARTMENT OF CORRECTIONS  
PINE HILLS YOUTH CORRECTIONAL FACILITY

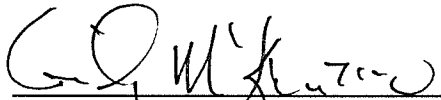


Mike Batista, Director  
Department of Corrections

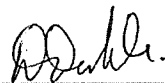
FOR: MONTANA PUBLIC EMPLOYEES ASSOCIATION UNIT 068



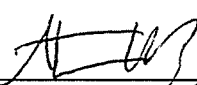
Quinton E. Nyman, Executive Director  
Montana Public Employees Association



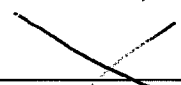
Cindy McKenzie, Administrator  
Youth Services Division



Darcy Dahle, Field Representative  
Montana Public Employees Association



Steve Ray, Superintendent  
Pine Hills Youth Correctional Facility



Dean Henman, Chapter President  
MPEA Unit 068



Sheila Hogan, Director of DOA  
State Office of Labor Relations